



Work environment policy for Wenell Management AB

Wenell Management AB conducts consulting and training and related activities. These activities do not pose any major work environment risks, and we meet the requirements for the business set out in laws and government regulations. We are aware of our work environment responsibility and monitor this responsibility so that we live up to regulations and applicable standards by a good margin.

The work environment in Wenell Management AB shall not expose employees to ill health or accidents and the work environment at our workplace shall be good regarding the nature of the work.

A pleasant and desirable work environment is an environment that is so good that every employee thrives and develops in their work. It is also an environment that involves an absence of risks. Therefore, an honest and open attitude should prevail in the workplace, and all employees should be given the opportunity to influence their own work situation. We see a good and pleasant work environment as a prerequisite for us to be productive and competitive, as well as have greater opportunities to recruit new qualified employees.

Managers and supervisors are responsible for such work environment and external environmental issues that are directly affected by the various decisions they make. The responsibility lies within its powers to create as good a working environment and external environment as possible, and the immediate senior manager must be informed when the powers are not enough.

In their daily work, each employee must also show personal responsibility for health and the environment, as it is the responsibility of everyone to be aware of and immediately report any risks or threats to a good work environment and to the external environment. Each employee's responsibility also includes following the instructions and procedures established for work environment reasons.

In the event of new investments, new or rebuilding or other changes in the business, the work environment and environmental issues must be discussed, the risks investigated, and the consequences assessed in collaboration with the employees. In this way, measures can and should then be taken to prevent negative effects as far as possible and minimize risks on the work environment and external environment.

Certain health and safety problems may be of such a nature that technical, medical, or psychosocial expertise needs to be used, in which case the necessary measures shall be taken as far as possible.

Stockholm, September 3, 2024

A handwritten signature in blue ink, appearing to read "Tommy Olin".
.....

Tommy Olin, CEO